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**BILLING OF NEA FOR ILLEGAL SEPARATION, BACK PAY, EXPENSES & DAMAGES
IMMEDIATELY DUE + PAYABLES**

10 June 1981

Liv Biddle, Bob Wade, and Charles Nixon

Chairman, General Counsel, and Director of Personnel

National Endowment for the Arts
Washington, DC 20506

SUBJECT: 1) \$152,900 check due me
2) \$25,000 severance as partial damages
TOTAL \$177,900

Gentlemen,

In an effort to get from you agreement on the back pay and compensatory damages, etc due me out of court for the illegal action in separating me almost 2 years ago, which has done great harm to my family health and career, I have drawn up the following. Please write me or my lawyer or both with your agreement. I ask lump sum payment so I can report to duty. At the slow pace NEA has taken in complying, I have used end August (2 years) as the back pay that will be owed me by the time you have sent me a check and ordered me back to a permanent civil service post as Bob Wade and I discussed you had talked of to insure this cannot happen again and that there will be no reprisals or harassment for my having successfully fought NEA's illegal separation of me.

JBK's rough estimate of check due him:

Relocation expenses.....	\$28,000and damages to career and family
Moving and storage.....	7,500...	
24 months backpay.....	96,000.....	should be computed with step increases and the pay scale it would be if the government paid actual amounts now limited by Congressional ceiling for purposes of 15% interest. I am assuming payment will take till end August judging by NEA slowness to date so amount is thus based for 2 years
Educational legal fees.....	7,000....	forced on me for my handicapped sons with included some \$5000 in other expenses I can break down if need be in the matter of placing my severely and profoundly handicapped sons in schools appropriate to them
Interest at 15% salary.....	14,400.....	
Total.....	\$152,900.	

In addition the \$25,000 severance pay I claim as partial damages and NOT as an Endowment credit as pointed out to Bob Wade in our talks.
Sincerely,